

N E W S R E L E A S E

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Employers urged to consider benefits of hiring those with a lifetime of experience during “Employ Older Workers Week”

SACRAMENTO – Employers can find the skills and qualities they need in their workforce in older workers, advises the state Employment Development Department (EDD), which is highlighting the value of senior workers in recognition of national “Employ Older Workers Week,” September 18-24.

Employers are reminded to consider some of the most qualified workers when hiring, those age 40 or above, and the qualities those workers bring to the job such as experience, dedication and dependability. In addition, retaining older workers and offering flexible work schedules and training opportunities can help businesses address the challenge of potential worker shortages.

“Older workers have the job skills and wisdom that employers will be looking for in the years ahead,” said EDD Director Patrick Henning. “Employers will be doing themselves a favor by hiring older workers, who also bring productivity, stability and a strong work ethic to the workplace.”

As the baby boom generation ages, workers age 40 and above are the fastest growing sector of California’s labor force, currently making up nearly 45 percent of the workforce. The number of workers over 65 is also rising – from 11 percent of the workforce in 1998 to 15 percent this year, according to data compiled by EDD.

To promote employer awareness of this valuable resource, the EDD Web site highlights the contributions older workers make to their companies, myths and realities of employing older workers, downloadable brochures and flyers for job seekers and employers, and links to other valuable resources and information.

The Web site also features exemplary employees and employers honored by Governor Schwarzenegger for their accomplishments and best practices in hiring and retaining older workers. These workers and employers are examples of how businesses can profit from a lifetime of experience, the theme of this year’s educational campaign.

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Many EDD offices around the state will participate in activities this week that promote older workers and highlight the job services they offer for these workers, such as Experience Unlimited job clubs, training options, labor market information and career exploration.

Employ Older Workers Week is celebrated in California through the collaborative efforts of EDD's Senior Worker Employment Assistance Program, the California Department of Aging, One-Stop Career Centers and Employer Advisory Councils.

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